



State of Arizona
Department of Education

Tom Horne
Superintendent of
Public Instruction

May 6, 2003

Dear Superintendents/Administrators:

Subject: Draft Guidance - Highly Qualified Teachers Under NCLB

The Arizona Department of Education has received numerous requests for guidance regarding the requirements for highly qualified teachers as defined under the *No Child Left Behind Act* (NCLB). The attached draft guidance document has been prepared for you in order to answer some of those questions.

NCLB defines requirements for elementary, middle, and high school teachers of core academic subjects. The requirements are in three areas: certification, bachelor's degree, and demonstration of subject knowledge. The attached matrix lists the core academic subjects and outlines the options for each level for both regular public school and charter school teachers. The color-coding indicates what is currently available and what needs to be developed to allow for the availability of the most number of options that the law will allow.

Additional pages of the attachment include a page of recommendations for some of the challenges that need to be addressed. The deadlines for compliance and the effects of NCLB requirements are described. The requirements for Title I schools to inform parents of teachers' qualifications are outlined as well. The last page details the high objective uniform state standard of evaluation (HOUSSE) requirements from the Title II Guidance from the US Department of Education. The ADE anticipates that such evaluation criteria for experienced teachers will be developed this summer with the cooperation of teachers and administrators. The ADE believes the state evaluation criteria (HOUSSE) that will be developed will assist the experienced teachers to be in compliance with NCLB requirements.

As the ADE develops its plan to meet the NCLB goal of highly qualified teachers in every classroom, we will continue to provide opportunities for schools to contribute to the discussion as decisions are made. If you have specific questions about any of the items in the attachment, please contact Nancy Konitzer at nkonitz@ade.az.gov or 602-542-7470.

Sincerely,

Julie Gasaway
Acting Deputy Associate Superintendent
Academic Achievement Division

Attachment: Draft Guidance Meeting the NCLB Requirements for Highly Qualified Teachers